

Mt. Pleasant, MI

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**ISABELLA COUNTY BOARD OF
COMMISSIONERS**

Employer

and

Case 07-WH-070240

**POLICE OFFICERS ASSOCIATION
OF MICHIGAN**

Petitioner

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On December 6, 2011, the Police Officers Association of Michigan filed with the Regional Director for Region 7 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. Sec. 207(b).

On December 8, 2011, the Regional Director served on the parties a Notice to Show Cause why the Board should not grant the request.¹ The Employer filed a response in which it concurred with the Petitioner's request. As the Region's investigation revealed that the Petitioner is the recognized collective-bargaining representative of the unit employees,² the Acting Regional Director recommended to the Board that the requested certification be issued.

¹ The record indicates that the Employer posted the original Notice to Show Cause at its facility from December 19, 2011 through January 4, 2012. Due to the Employer's delay in posting the original Notice, a second Notice was issued on January 13, 2012, and was posted by the Employer from January 18, 2012 through February 10, 2012. There were no responses to this second Notice.

² The record indicates that the most recent collective-bargaining agreement between the parties was effective October 1, 2008 through September 30, 2011.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board hereby certifies that the Police Officers Association of Michigan is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees employed in the Isabella County Central Dispatch Center in the following unit:³

All full-time and regularly scheduled part-time dispatchers;
but excluding supervisors and all other Isabella County
employees.

Dated, Washington, D.C., March 29, 2012

By direction of the Board:

Lester A. Heltzer

Executive Secretary

³ A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).